

Understanding Correctional Officer Pay (New Hires)

The Department of Corrections is delighted you are considering employment as a Correctional Officer or Youth Counselor! This document was created to help you understand what will happen with your pay in the first year on the job, and also to explain future pay increases. Please note that this entire document only applies to new State employees and/or to those who have never held a permanent position within the last five years. Employees with prior State service should direct inquiries to DOCCorrectionalOfficerRecruitment@wisconsin.gov.

HIRE THROUGH JANUARY 2, 2021

Your starting pay will be **\$18.65** per hour. If you work more than 40 hours per week, you will receive premium pay at 1.5 times your hourly rate ($\$18.65 \times 1.5 = \$27.98/\text{hour}$).

A new pay structure will be implemented December 6, 2020, but your base pay will not change. It may change, however, if you had prior State service before you started.

◇ If you work any nights or weekends, there is also a shift bonus for hours worked (\$0.45 for nights, \$0.60 for weekends.) Premium OT rates do not apply to shift differentials.

JANUARY 3, 2021 AND FOLLOWING

Employees with satisfactory performance on their most recent performance evaluation will receive a 2% General Wage Adjustment (GWA). Your rate will increase to \$19.03/hour (\$28.55 premium.)

Future increases will occur as employees reach the milestones (1, 2, 3, 5, 10, 15 years) indicated on the progression schedule below. Additional future increases may occur and will be in accordance with the provisions of the biannual Compensation Plan.

Milestone	Hourly Rate	Prem OT Rate
1 Year	\$20.10	\$30.15
2 Years	\$21.16	\$31.74
3 Years	\$21.80	\$32.70
5 Years	\$22.47	\$33.71
10 Years	\$23.15	\$34.73
15 years	\$23.85	\$35.78

